



CAA Evolution/ Vision



 **Air Force Retention**




Force Shaping
Professional Enhancement






Evolution



- BCA program of late 80's early 90's
 - Once a year
 - Targeted all NCO level personnel
 - 1 Hour appointment to document goals/objectives/hobbies
 - Put a check in the “Green Folder”
 - Garrison Force
 - VSI/SSB
 - Retention Stable



Evolution Cont.....



- Early to Mid 90's
 - BCA Program dissolved
 - Desert Shield/ Desert Storm
 - Deployment Mindset
 - Falling retention rates
 - Dissatisfaction with supervisors/AF
 - Economy challenged us for high demand skills



Evolution Cont....



- **Late 90's**
 - **Corona 99**
 - **INITIATIVE 1: Get "Back to Basics"--mentoring and leadership emphasis through communication and education.**
 - **INITIATIVE 2: Revitalize BMT.**
 - **INITIATIVE 3: Renew mid-career NCOs.**
 - **INITIATIVE 4: Produce Mission Ready Recruiters.**
 - **INITIATIVE 5: Re-institute Base Career Advisors (BCAs).**
 - : **Assign BCAs to Command Chief Master Sergeants.** BCAs should be re-instituted to facilitate explanation of intrinsic and incentive values of staying in the Air Force. Further, BCAs should ensure the competitiveness of the Air Force's pay and benefits package is being effectively communicated to first-term airmen before their decision point to reenlist or separation.
 - **5b: Make BCAs responsible for mandatory pay and benefits briefings.** Base Career Advisors should be charged with explaining the value of Air Force benefits to first-term airmen. A benefits comparison would facilitate this action. This information could also be added to the present financial management briefing given at Family Support Centers.



Mindset



Enlisted Focus Groups *What Would You Miss?*

- Educational benefits
- Benefits
- Pay and travel
- "AF takes care of you"
- Job security
- Stability
- Diversity of people
- Leave program
- Airplanes

- Camaraderie
- People
- Friends
- Travel
- Security
- Cohesion
- Professionalism
- High standards
- Contributing
- Diversity

- Camaraderie
- People
- Impact on people
- Making decisions
- Sense of family
- Opportunities to excel
- Making a difference
- Travel

First Term

Mid-Career

SNCOs



Evolution Cont...

CAA Implementation



- Decision stemming from Corona 99 brought back the CAA position as a piece of the solution in dealing with the declining retention the AF was encountering
 - Brief the masses before they make up their mind
 - Right Decision Seminar- Kelly AFB
 - Teach NCOs to be better supervisors and invest in their people, care for the people under their supervision
 - Adjust to the new challenges posed by the AEF
 - Separation of supervisors/subordinates
 - Separation of Families....



Evolution Cont...

9-11 and the GWOT



- The immediate and significant impact of 9-11 and GWOT....
 - STOPLOSS
 - Creates artificially positive retention trends and creates a larger than expected impact
 - Upon release we did not see the expected outflow of people due in large part to patriotism and a fledgling economy rebounding from terror attacks



Evolution Cont....



Our Path to the Future

Where we are:

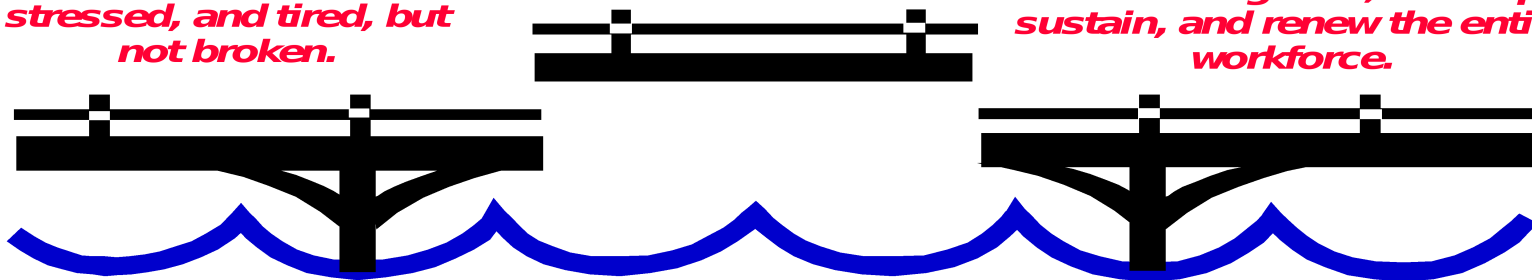
We are the best AF in the world; we are strained, stressed, and tired, but not broken.

How we get there:

Focused initiatives to reinforce the culture and values our people respect and seek.

Where we want to be:

Recruit and retain the best and brightest; develop, sustain, and renew the entire workforce.



MAXIMIZE THE POTENTIAL OF OUR PEOPLE!



Initiatives



- Right Decision Seminar
- JOB Fairs
- Supervisor Career Counseling
- SNCO Induction Seminars
- NCO Professional Enhancement Courses
- Promotion Rate Increases (AF)
- Educational Benefits (AF)



Last Year's....Conference



THE FUTURE

CAA's will be held to IG Inspections based off of the AFI's and additional taskers from CMSAF

CMSAF is reviewing our job description for crucial changes. We have support at the top—not every AFSC can voice this claim.

CMSAF will convene an IPT for PDC's across the AF.
CAA's will be in the mix



Results...



- August 03 IPT solidified support for the changing role of CAAs from Retention to Force Shapers and Developers
 - Professional Enhancement Centers
 - Professional Enhancement LPs
 - AFI Revision in work to encompass additional responsibility for FTAC and Professional Enhancement Programs as well as define organizational alignment of CAA



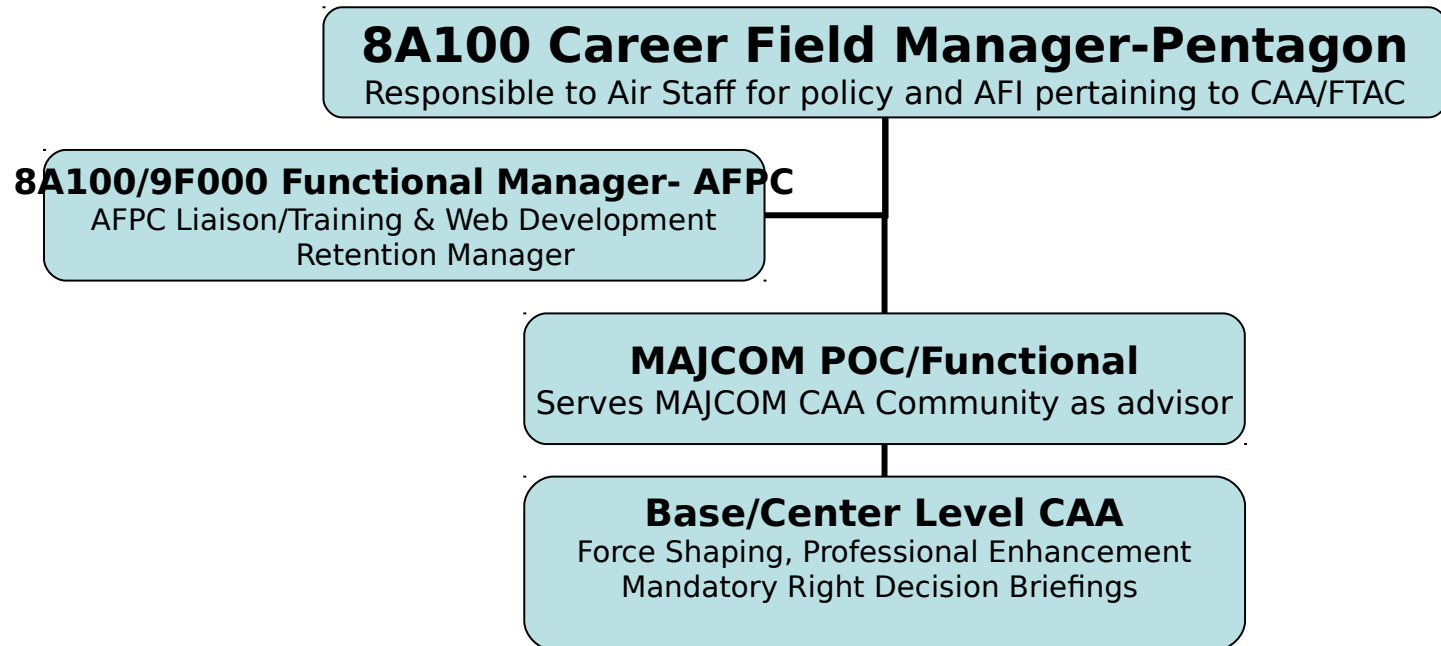
Results Cont...



- MAJCOMs Identified POCs for CAA issues
- CAA Functional Manager Position at AFPC to deal with the nuts/bolts of processes and people issues



8A100 Career Field Organizational Structure

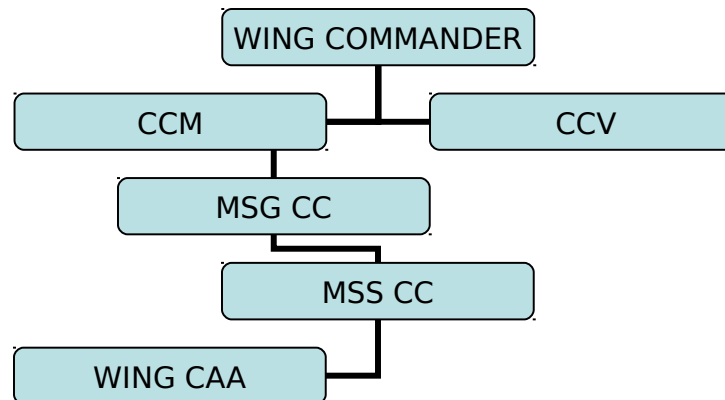




Wing Structure 8A100/9F000



MSS Commander
Ensures the best and
most current information
is available to meet the
needs of the base
population.



MSG Commander
Ensures adequate
professional facilities and
logistical/administrative
needs are available and
used to further the
professional enhancement
needs of base populace.

CAA
Works with the MPF
command structure to
collaborate and deploy to
the base populace,
information pertaining to
Force Shaping Initiatives,
Professional Enhancement,
Right Decision Seminar

MPF Superintendent
Manages the day to day
operational
Structure of the MPF.



QUESTIONS

